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Record

OCA 86-3031
10 September 1986

MEMORANDUM FOR THE RECORD

SUBJECT: Summary of HPSCI Briefing on New Personnel Initiatives

1. On 10 September 1986, Bob Magee, [redacted] STAT and [redacted] STAT and the undersigned met with HPSCI staffers Tom Latimer, Mike O'Neil, Steve Berry, Duane Andrews and Dave Addington to discuss new personnel initiatives under consideration by the Agency involving the replacement of the GS pay system and the new secretarial pay system. While HPSCI expressed initial skepticism regarding the new initiatives, I believe there was some softening of their concern by the end of the briefing.

2. The primary concern of the HPSCI staff was that their members be able to justify a new personnel system to other congressmen who would argue that the Agency was paying its employees more than other federal employees who perform similar work. The staff also stated that the Agency needed to provide more timely notification of implementation of any change in its personnel system. The staff urged the Agency to proceed cautiously in creating new pay systems for other occupational categories and to have persuasive justification for further departures from the GS system. The legal authority of the Agency to create new pay systems was not raised by the HPSCI staff. The HPSCI staff advised the Agency that it would be easier to justify a new personnel system to other committees if the Agency were to retain some features of the GS schedule as a fig leaf.

3. In response to the HPSCI concerns, Mr. Magee promised to provide early notification of any additional departures from the GS system and to justify those changes to the Committee. Mr. Magee also provided an overall justification for changing the system by noting that the pay for performance feature of the new plan would create an incentive for improved performance and allow people to advance without forcing them into management positions.

4. With respect to the new secretarial pay system, HPSCI staff expressed a willingness to compromise on their initial insistence that the new plan not cost any more than that requested for secretarial positions in the budget.

5. Regarding an appearance by the DCI before the Committee to discuss the new pay system, the staff stated they did not believe it would be necessary for the Director to make a separate appearance before the Committee on this issue since members already had the Director's testimony before the SSCI. Instead, the HPSCI staff suggested that the Director include within his NFIB presentation next year to the Committee a section on the proposed new personnel system. [redacted] STAT

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